

THIS BOOK DOES  
NOT CIRCULATE

Revised Contract

Housing Authority City of Camden

Preamble - The establishment of rates of pay, hours of work and other conditions of employment - change dates to 1977-1978.

Art I.

Recognition -

Sec. 1. - Same *OK*

Sec. 2. - The Authority agrees not to aid, promote or finance any other group or labor organization, *or, shall execution of dues* *Held.* check off be permitted for such organization. *Maintenance Division Blue Card Division*

Art V.

*PROPOSAL*  
Strike out - provided employee stays on job site for (8) hrs.

Art VI.

The employer agrees to major medical insurance coverage for employees, covered by this agreement.

Art VII.

Sec. 1. - Employees shall be paid weekly

Sec. 2. - Delete 2½ days - change to immediately

Art VIII.

Sec. 1.-G. The Authority agrees to remeration for unused sick leave. *legal Interpretation.*

Art IX.

Sec. 1-H - Grandchildren (I) Brother in law (J) Sister in law (K) Step relatives (L) relatives residing in household

Sec. 2 - Personal days to (3) *OK*

Art X.

Sec. 1. - Rates of severence pay to be changed

Art XI.

Sec 2. - This leave shall include necessary travel, preparation and orientation time, and shall not be Deducted from annual leave time. <sup>OK</sup>

<sup>AR VII SEC. 1 Hold pending legal Interpretation.</sup>

Art XIII.

<sup>delete</sup> ~~Sec 3.~~ - Special leave shall be granted employee, not to exceed (1) year. Such leaves may be extended or renewed at request of employee.

Art XVI.

Sec 6. - An employee who passes or refuses a job promotion shall not later exercise seniority over junior employee in promotional position. <sup>OK</sup>

Sec 7. - Shift preference shall be granted where applicable on the basis of seniority within the same classification where vacancy exist. <sup>OK</sup>

Art XVIII <sup>June or December.</sup>

Sec 1. - 3-5, 2% - 6-10, 3% - 11-15, 4% - 16-20, 5% - 20 and over 6%.

Art XXIII

Sec 3. - Safety team member shall receive Hold <sup>no</sup> remuneration from authority.

Art XXIV

Sec 2. - Work rules shall be reasonable and shall be applied or enforced in a fair and equitable manner for all.

Sec 3. - All references to this employee in this agreement designate both sexes, and wherever the male prefix is used, shall include male and female employees.

Sec 4. - The Authority agrees not to interfere with the rights of employees to become members of the union, and there shall be no discrimination, interference, restraint or coercion by the Authority, or any Authority representative, against any employee, because of union

Art XXIV, Sec 4. (cont.)

membership or because of any employee activity on behalf of the union or for any other cause.

Art XXVI

Sec 5. - Add - Or shall be considered null and void. *OK*

Sec 8. - Change - The Authority agrees to agency shop

Sec 9. - 12 to 8 shift, 10% *OK*

Proposal to be fulfilled or employee shall receive an additional hardship adjustment - Stationary Fireman title shall remain

Sec. 10. (a) Add Weekend

(c) Weekend plus \_\_\_\_\_ % Adjustment for remaining

47½ hours.

Art XVII

Employees Birthday *110.*

Art ~~XXVII~~ *26*

~~SEC 5 -~~

*FAILURE TO COMPLY WITH THIS PROVISION SHALL AUTOMATICALLY VOID ACTION TAKEN WITHIN 72 HRS.*

Sec 10. - Correction and addition - Foreman and maintenance person-

nell are under direct supervision of director of Maintenance.

Sec 16. - Job assignments are to be issued by the Foreman or his designee - Management shall relay assignments to Foreman for labor distribution. Management shall not assign jobs or harass maintenance personnell in the performance of their duties. Assignments shall be in writing or shall be null and void. *void*

Sec. 17. (a) - An Employee, reassigned, be temporary for (90) days and shall be granted <sup>*PROVISIONAL*</sup> permanent status after 90 *no*

~~(b)~~ - An Employee working 14 days of the time in a certain classification shall be granted the title and pay of same - after (90) days; with or without testing. The Authority shall not *delete B* alternate employees duties to adversely minimize attainment of status.

Art XXVI (cont.)

*led*  
Sec 19. - An Employee shall within (15) days of a written request to management, have the opportunity to review his personnell folder in the presence of an appropriate official of the department or agency. He shall be allowed to attach to such file, a response of a reasonable length, to anything contained therein, which is deemed adverse.

Art XXVII

*OK*  
Sec 3. - All conditions or provisions beneficial to employees now in effect, which are not specifically provided for in this agreement, or which have not been replaced by provisions of this agreement, shall remain in effect for the duration of this agreement, unless mutually agreed otherwise between the Authority and Union.

Sec 4. - If during the life of this agreement the Union request job re-evaluation, because of changes, conflict, or past practices, the Authority agrees to negotiate on the matter. If no agreement is reached in Thirty (30) days, the matter shall become subject to arbitration.

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The Authority agrees to maintain a ratio of (1) employee, per 50 homes.

The Authority agrres to maintain (2) men per High rise, Per shift.

The Authority agrees to replace employees resigned, retired, terminated, or deceased ~~under old and new contract.~~ *during the life of this Agreement*

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DEC 19 1971

## CAMDEN HOUSING AUTHORITY

Add to grievance procedure:

1. If management and/or its agents do not respond to a legally presented grievance within the time limits as provided herein such grievance shall be found to be in favor of the union-(grievant).

COUNTER PROPOSAL TO ARTICLE XXVI Sect.

The authority agrees to appoint two assistant directors of maintenance who shall be directly responsible to the director of maintenance. In no event shall any member of the collective bargaining unit be held accountable or responsible to anyone but the proper supervisory personnel within the job classification. This provision shall not include any project manager(s) and/or his agent(s). Any problem relating to work performed or anticipated work load shall be brought to the attention of appropriate supervisory personnel exclusive of any project manager(s) and or his agent(s). The title of foreman and foreman LPL shall remain and shall not be abolished during the life of this agreement.

Longevity-4% after 5 years

\$1,000.00 increase in salary per man

\$150.00 X-mas bonus to be paid each pay day immediately preceeding December 24

Cost of living- .5% for every 1% the cost of living index rises.

Welfare Plan